



## Decentralized Education Management Activity

### What is DEMA?

The Kenya Education Sector Support Program (KESSP) is a five-year program of the Government of Kenya's Ministry of Education to improve the provision of education in Kenya as governance of education devolves to the county level under the new Constitution. The Decentralized Education Management Activity (DEMA) provides technical support to KESSP to strengthen the capacities of education personnel, particularly at the district and school levels, for efficient delivery of education services.

Photo: USAID/Kenya – Irene Muiruki



*Education stakeholders at DEMA strategic planning workshop in Embu West District in Kenya's Eastern Province*

### Project Duration and Budget

January 2010 – June 2012

\$3.3 million

### Who implements DEMA?

CfBT Education Trust

[www.cfbt.com](http://www.cfbt.com)

SNV Netherlands Development Organisation

[www.snvworld.org](http://www.snvworld.org)

Furukombe Initiative

[www.furukombe.org](http://www.furukombe.org)

### Where does DEMA work?

Nationwide, targeting education officers at provincial and district levels; provincial and district Board of Education members; secondary school heads; Boards of Governors and school management committees; Ministry of Education headquarters staff; and Kenya Education Staff Institute staff.

### What does DEMA do?

DEMA supports school districts and secondary schools in implementing the Ministry of Education's national strategic plan and the Kenya Education Sector Support Program (KESSP). Activities include:

#### Support for decentralization

- Promoting decentralization in education through support to districts and secondary schools to prepare district education strategic plans and secondary school development plans.

#### Capacity building

- Training educators in strategic planning and performance-based management.
- Empowering school districts and schools to collect, analyze, and use data for improved decision-making, planning and management.
- Coordinating with the Kenya Education Staff Institute (KESI) in strategic planning to improve capacity building, monitoring and coordination.

### How is DEMA making a difference?

Education managers in all districts and 4,000 schools across the country are acquiring capacity to plan strategically and base management of education on performance and results.

- 4,522 education stakeholders (including teachers, principals and deputy principals, Board of Governor members, and PTA members) from 1,968 schools in 27 counties have received training in strategic planning and performance-based management.
- Training manuals on strategic planning and performance-based management have been developed and distributed to education managers.
- Strategic plans for all education districts are in development.
- All secondary school heads are being trained on performance-based management.

### What key challenges does DEMA face?

Working within a crowded MOE calendar and in a rapidly changing policy environment presents a challenge. KESSP II has not been clearly defined. Many districts suffer staff shortages either in administration or in quality assurance, adversely affecting both teaching and learning.

### DEMA in action

Educators from the Coast Province who gathered in Mombasa in November 2011 for a DEMA training collaborated on a list of challenges that affect their ability to reach and educate the children of their districts; for example, many young coast girls drop out of school to engage in commercial sex work. Young boys drop out to work on the beaches where tourism underpins the local economy. Substance abuse among school-age children, along with early marriage and teenage pregnancy also lead to absenteeism and high dropout rates.

Discipline is lacking in many classrooms, and poor relationships between schools and their communities result in diminishing support from parents.

At the November DEMA meeting, the educators gathered agreed that these formidable challenges can only be met with strengthened capacity to manage district schools. They committed themselves to use their newly acquired skills to strengthen their institutions and expand their curricula. Participants expressed their strong support for working together to build capacity in provincial cluster workshops. Expectations for future trainings are high, as are hopes for raising the level of education in Kenya's Coast Province.

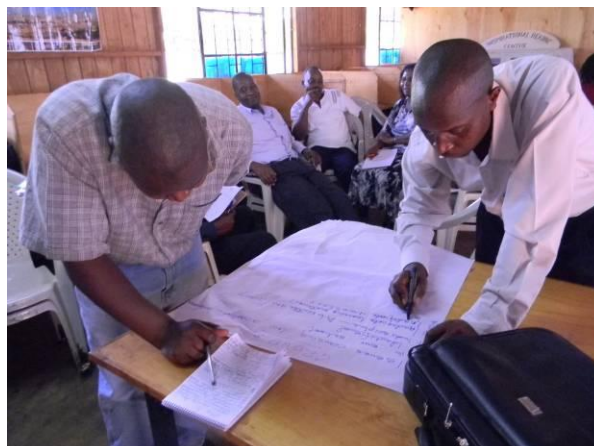
### For more information:

[www.cfbt.com](http://www.cfbt.com)

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Photo: USAID/Kenya – Irene Muiruki



*DEMA workshop participants share ideas for developing strategic plans*

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